



Respect Reduce Recycle

Sustainability report 2025





Dear Readers,

It is with great pride that I present Polyart Group's inaugural sustainability report. This milestone document marks a significant step in our commitment to a more sustainable future and a strengthened circular economy.

As the world advances towards a more environmentally responsible model, we have made sustainability the cornerstone of our strategy. Firmly convinced that the industry must play a leading role in this transition, we have intensified our efforts to integrate sustainable practices at every level of our operations.

We have made significant progress towards our Environmental, Social, and Governance (ESG) goals. Our development teams work tirelessly to design innovative solutions that help reduce waste, facilitate recycling, and extend product lifespan. Thanks to these efforts, we have expanded our portfolio of sustainability-oriented products, offering our customers ever more eco-friendly alternatives.

Within our factories, we continue to implement initiatives aimed at reducing our environmental impact. We have successfully lowered our Scope 1 and 2 carbon emissions, optimized our energy consumption, and taken concrete actions to minimize waste. These advancements demonstrate our unwavering commitment to making Polyart a responsible and exemplary player in our industry.

I am pleased to report that we are well on track to achieving our 2025 sustainability goals and have even accelerated the implementation of our plans to meet our ambitions for 2027.

This report reflects our collective commitment and our determination to innovate for a more sustainable world. I extend my sincere gratitude to all our employees and partners who contribute every day to this essential transformation.

Sincerely,
Stéphane Daveau
President, Polyart Group





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POLYART FACTS // // //

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273 EMPLOYEES
// // // //

70 M € ▲
 ★
 ●

Polyart Group manufactures innovative and sustainable substrates, providing worldwide specialty solutions on paper and films encompassing printability, functionality, durability and security.

With 273 employees and a turnover of 70 M euros, Polyart group has 6 production sites, in France, Germany (2), United Kingdom (2) and the United States. Polyart Group is a global organisation, with its head office located near Paris and three sales offices in Mumbai (IN), Kuala Lumpur (MY) and Brisbane (AU).

Polyart Group manufactures film and paper solutions for the specialty label market (industrial, decorative and security) but also for digital printing, the graphic & display market and provides custom coatings.

With a global footprint comes the responsibility to ensure that our operations and products have a minimal impact on the environment. As a group, we think that businesses today have a duty of care towards our employees, the environment, and society. As a result of this we have put corporate sustainability at the heart of our business plan to contribute to a more sustainable world.

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OUR MISSION // // // //

Faced with this changing technical and ecological landscape, Polyart Group has set itself a new mission: Contribute to a more sustainable world through pioneering and crafting new solutions and reshaping the world of specialty substrates.

OUR VALUE // // // // //

C	CLOSENESS // // // // //
R	RESPONSIBILITY // // // // //
E	EXCELLENCE // // // // //
A	AGILITY // // // // //

OUR PRODUCTS

SELF ADHESIVE LABELS

Durable labels
Industrial, BS5609 labels
Food labels
Fluorescent labels
Opaque labels
Tamper evident & security labels
Wine & Spirits labels
Decorative labels



TAGS & LABELS

Nursery and outdoor labels
Food tags and labels
Durable tags
ID tags, wristbands
IML



GRAPHIC

Posters
Long lasting manuals
Outdoor notices
Maps
menus



DIGITAL

Films & papers for dry toner laser, inkjet printing and HP Indigo presses



PACKAGING

High-strength LDPE films, Easy-tear films, Doypacks, High-puncture resistant produce, Reliable lamination films, Anti-mist treatment, Lay-flat tubing, Lidding films, Sustainable films, Customized solutions.



SUSTAINABLE

	r-Polyart contains 30% of Post-consumer Recycled HDPE		Weatherproof and moisture resistant paper, 100% recyclable and biodegradable		Weather and tear resistant paper, recyclable and biodegradable, for dry toner printing
	r-Satinex contains 30% Post-Industrial Recycled content and is food contact approved		Weather and tear resistant paper, recyclable and biodegradable		FSC® water resistant recycled paper, white, embossed
	r-Fluolux the first fluorescent paper based on recycled paper base		Weather and tear resistant paper, recyclable and biodegradable, for direct thermal printing		Polyart IML HDPE film labels for HDPE bottles, make recycling easier

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OUR SERVICES



WE PROVIDE COMPREHENSIVE SERVICES TO ADDRESS YOUR BUSINESS CHALLENGES

Whether you need:

Bespoke solutions for specific films and papers applications where you lack expertise, we offer co-development services for your products.

Coating subcontracting services for the application of UV, water-based, or solvent coatings on films or papers.

Gravure printing services for filmic substrates, speciality papers and laminates, to convert them into advanced materials

Bespoke film manufacturing, including blown film extrusion for PE and PP products, tailored lamination films with multi-layer construction, release liner films, tapes for the self-adhesive market, and packaging films.

Converting services for cardboard and films, including slitting, sheet converting, embossing, calendering, and converting to jumbo, narrow web, and plotter reels.



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A WORD FROM OUR CSR MANAGER



Mark Grimbley // // //
Group CSR Manager, Polyart Group

As Group CSR Manager I am pleased to have completed the Group's first CSR report with the assistance of a large number of colleagues from across the Group. Special thanks go to Delphine Poisson for turning data into something presentable and to the Group's CEO, Stephane Daveau for his support in ensuring that sustainability in all its guises is a priority for the Group.

We are very aware that, as a Group, we have a responsibility to tread as gently possible upon the world and consume its limited resources in a responsible way, to preserve ecosystems and habitats as best we can.

In a small number of years since the formation of the Polyart Group we have moved from being a collection of individual companies, each with their own business objectives and CSR reporting structures to something much more organized and structured in terms of both CSR direction and reporting, with this report being one of the last pieces of the puzzle.

To achieve this aim of "treading more lightly" means challenging ourselves to do better, adapting our business models, products and production processes so that they align with and even exceed the needs and expectations of our investors, customers, employees, society and with ever changing and stricter regulatory requirements relating to the environment, H&S, and human & labour rights. So, for this CSR Manager, Sustainability equates to being able to be responsive to new commercial/societal/legal environments, adaptable and be able to manage change effectively.

3R'S	RESPECT	As a business we understand and accept that businesses today have a duty of care towards both our employees, society, and the environment if we wish to be profitable, grow sustainably and still exist as a company in the future. Our corporate sustainability policy is at the heart of our business plan and is built on the 3 fundamental pillars of Respect, Reduce and Recycle. What we call the 3 R's.
	REDUCE	
	RECYCLE	

RESPECT

For all our employees by providing a working environment that is inclusive and free from discrimination and harassment with procedures in place to air grievances without fear of recrimination, and where colleagues are listened to and encouraged to contribute to the success and growth of the business.

- For the Environment by evaluating and understanding the impact our operations have on it and taking steps to mitigate those impacts.
- For customers, suppliers, and all other stakeholders where through collaborative, open, and transparent communication we work together to build partnerships that benefit all parties.
- For the law, complying with all relevant local, national, and international legislation & regulations relating to Employment, Health & Safety, Environmental and Finance.

REDUCE

- Risk to employee health and well-being, through provision of a safe working environment, training, personal protective equipment, health screening and continuous improvement of our Health & Safety Management systems.

Risk to business operations and supply to customers through regular risk assessments of the supply chain and continuity planning.

- Raw material consumption through the development of new simplified products and improvements in production efficiency and increased recycling.
- Energy and water consumption through the use of new technologies and establishing best practice between manufacturing sites.
- Impact on environment through monitoring of our activities and continuous improvement of our environmental management systems.

RECYCLE

- Invest in new technology to increase the amount of production waste we can reuse.
- While the group operates in parts of the world where water is readily available it is a valuable resource and where possible we will look to recycle the water, we use in our manufacturing processes whenever viable to do so.
- We will look to both minimise the packaging we use and ensure that the packaging materials we use are either recyclable and/or made from recycled materials.
- In addition to using our own production waste we will develop and manufacture new products that contain post-consumer waste at levels beyond that of legal minimums.

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GOVERNANCE

The Polyart Group's governance structure comprises of both internal and external mechanisms to ensure that it is financially sustainable, carries out its business activities in an ethical manner and fulfils all legal obligations. These mechanisms all ensure that our manufacturing operations are carried out in an environmentally responsible manner, protect the human rights, health & safety of all its employees, and all stakeholders who visit and work at all our sites and facilities.

INTERNAL

- Conseil de Surveillance between The Group President & CFO with the Group's owners. Frequency is twice per annum.
- Director Committee quarterly of Group President, CFO, Sales & Marketing Director, Development Director and US General Manager
- Executive Committee monthly of the 5 Director Committee members plus plant managers from the 4 manufacturing sites
- Site level management meetings.
- Site level internal audits.

EXTERNAL

- Annual financial audits at both Group and individual business unit level.
- Annual CSR performance audits by stakeholders
- Compliance audits by various regulatory & certification bodies to ensure Group operations meet legal requirements and conditions of operational permits.
- In addition to these governance mechanisms, all the Group's, employees are expected to conform to the Group's Code of Conduct.

OUR MANAGEMENT TEAM

David Lawton // // // //
Chief Finance Officer



As the CFO of the Polyart Group I take great pride in fostering the culture of respect, reduce and recycle in our Daily lives. This extends to all Departments within the organisation. We encourage training and development, with systematic reviews of performance. We proactively manage people and data security, and above all HR and Safety reporting forms part of our Executive Meetings.

We have a dedicated R&D team who work to match customer expectations with product capability, and as a Finance Team we record these successes as part of our review of monthly performance.

As Sales and Marketing Director, I am pleased to share with you our ongoing commitment to sustainable practices in the supply of high-quality specialty papers and films for the labelling industry. Our mission is to create value responsibly and to ensure that our operations comply with environmental, social and governance (ESG) principles.

Our commitment to reducing our carbon footprint is not new and the priority given to the integration of sustainable and recycled raw materials makes our Polyart Group a forerunner in plastic films. Our downstream customers recognize our authentic and sincere positioning.

We want to bring together companies in our value chain to offer our society more efficient, innovative and virtuous products. The culture of the men and women in our teams is marked by a sense of responsibility to live and work better together and to show that industry can contribute to a better world.

Bruno Millery // // // // // // // //
Sales & Marketing Director



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Andy Lester
Development Director
Operations Director for Tech Folien

Andrew Lester, is Operations Director at Tech Folien, a division of the Polyart Group, bringing 40 years of expertise in blown film extrusion and leads both film development at Tech Folien and group-wide R&D in films and coatings. As a member of the main Directors' meetings, he plays a central role in strategic decisions.

Under his leadership, Tech Folien achieved an AA rating in its most recent BRC audit in February 2025, with ISO 9001 re-certification due in August 2025.

The company proudly recognizes long-serving employees, including Andy himself with 40 years of service, alongside several colleagues with over two decades of dedication. Ongoing training is a priority: Quality Manager Phil Byrne recently completed his NEBOSH course, enabling him to conduct internal risk assessments, while engineer Liam McLeod received specialized software training at Hosokawa Alpine in Augsburg for the new extrusion line. Regular quality training is provided for machine operators, and staff in other departments are also progressing in professional development.

New product innovations in 2024 included impulse seal films, low initiation sealing films, constant heat seal films, controlled transverse direction tear films, self-extinguishing flame-retardant films, and low nib count black opaque films. In 2024, Tech Folien used 278 tonne of recycled material, sold 56 tonne, and purchased 38 tonne of post-consumer waste recycled materials, reinforcing its commitment to sustainability.

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ARJOBEX AMERICA – CHARLOTTE, NC, USA



Troy Ratcliffe
General Manager Arjobex America

After completing electrical and instrumentation training through the IBEW and gaining hands-on industry experience, Troy Ratcliffe furthered his education at the University of North Carolina to strengthen his academic and management foundation. He joined Arjobex America in 2000 and steadily advanced through a series of leadership roles—including Industrial Programmer, Maintenance Manager, Project Manager, Manufacturing Manager and Plant Manager—before being appointed Managing Director in 2020.

With a culture built on safety, respect, and teamwork, our employees don't just work at Arjobex America, they grow here. Many of our team members have been with us for over a decade, a testament to the trust, stability, and pride that defines our workplace.

Arjobex America also continues to make strides towards a safe and environmentally friendly workplace. During the 2024 year, we maintained our ISO 45001:2018 Occupational Health and Safety Management System Certification. This certification helps our organization manage risks and work towards a zero-accident goal.

Earlier in the year, we also renewed our ISO 14001:2015 Environmental Management System Certification. Apart from our ISO certifications, we applied for a stormwater permit through the county. This permit will take effect in the second half of 2025 and will require additional testing to help protect our surrounding waterways and ecosystems.

In order to continue making strides towards a safe and healthy workplace, Arjobex America invested in some major projects in the 2024 year. These projects included upgrading the sprinkler system (fire protection) in our Finished Goods warehouse, conducting an Arc Flash assessment (electrical safety), as well as air conditioner upgrades that eliminate ozone depleting gases.

Arjobex America continues to make efforts to also improve our production processes to be more energy efficient and minimize water usage without changing our product performance. We will continue a sustained effort towards a green initiative as we are looking at producing a PCR (Post Consumer Recycled) based product for use in Pressure Sensitive applications. We are also in the process of looking at alternative vendors and suppliers with better shipping and logistics supplies, which will reduce our carbon footprint.



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MDV - KARLSTEIN, GERMANY

Andreas Möltner // // //
General Manager MDV



Andreas Möltner has been Managing Director of MDV Papier- und Kunststoffveredelung GmbH since 2022. With a strong background in offset and digital printing dating back to 2004, he holds a Bachelor's degree in Technology with a specialization in Print and Media Technology (2012–2014). Prior to joining MDV, he held key roles at Flyeralarm, including Technical Product Manager and Operations Manager for Packaging and Labels. His leadership at MDV has been marked by a strong focus on quality, sustainability, and continuous improvement.

Under his direction, the company has maintained critical certifications, including ISO 9001 and ISO 14001, and in January achieved Ecovadis Gold status. MDV also joined the Reginee Network of VEA, supporting energy efficiency and climate protection. An energy audit in accordance with DIN EN 16247-1 is also underway. Mr. Möltner has placed particular emphasis on developing internal talent, successfully promoting long-standing employees to strategic positions.



Notable appointments include Peter Dahlheimer (Head of Coating Operations, 27 years of service), Frank Mierswa (37 years), and Wladimir Miller (17 years), both now leading Converting Operations, as well as Benedikt Schreiner, who now heads Quality, Safety, and Environment (QSE). The site also fosters community engagement, exemplified by participation in the school initiative “Girlsday – Where do my parents work?”. Additionally, the retirement of Ms. Margarete Frohnholzer in April 2025, after 37 years of dedicated service, marks a significant milestone.

In the field of health, safety, and environmental stewardship, Mr. Möltner has overseen the rollout of a digital training tool for occupational safety, monthly safety training sessions, and regular safety reviews. On the innovation side, MDV continues to expand its portfolio with new barrier products for technical applications and sustainable substrates like Fiberskin, a film alternative that supports the transition to more eco-friendly materials. Infrastructure improvements under his management include the full automation of the site's wastewater treatment plant, the installation of a more efficient evaporation system on the coating line, and a comprehensive upgrade of the ERP system—demonstrating a clear commitment to operational efficiency, sustainability, and digitalization.



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REISEWITZ, GERMANY

Christian Doepler
Site Director //



Christian Döhler, the Managing Director of Reisewitz has a strong background in industrial operations and strategic leadership. After completing a degree in Packaging Engineering (2009–2013), he began his career as a Production Manager before advancing to a Site Manager position. In 2018–2019, he took a sabbatical to travel across various European countries, enriching his international perspective.

Upon returning, he resumed work as a Production Manager in the glass fibre sector, serving clients in the rail and automotive industries. Since January 2022, he has held the position of Managing Director at Reisewitz. Alongside his professional responsibilities, he is currently pursuing an MBA in General Management, which he is expected to complete by the end of 2025.

Under his leadership, the site achieved a Gold rating from EcoVadis in 2024 and is now included under the Group-level assessment for sustainability performance. In terms of people development, the company successfully transitioned a former machine operator into a new role in production planning, demonstrating a strong commitment to internal mobility and upskilling.

Although there were no notable health, safety, or environmental investments to report this year, the site is actively involved in sustainable innovation. Reisewitz is participating in a government-funded research project called “NoFoul”, focused on developing antimicrobial coatings.

Additionally, the company is part of the Gravomer research network and is currently pursuing funding for a new two-year research initiative centered on coated ETFE films for greenhouse applications.



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ARJOBEX POLYART LIMITED, UK

Chris Pinborough
Site Director // // // // //



The Clacton site is proud to be certified to the ISO 45001 Health & Safety Management System, ISO 9001 Quality Management System, and ISO 14001 Environmental Standard.



The team also celebrates the long-standing commitment of its employees: Sarah Andrews marked 40 years of service in September 2024, while Alan Shakeshaft celebrated 25 years of service. In the coming months, Stephen Riddleston will join the team as Operations Manager.

On the product development side, the volume of our PCR based r-Polyart continues to grow, and the LCS 100—recently launched in Asia—received its first major order in March. Meanwhile, development work on Polyart Generation 4 is progressing steadily and nearing completion.



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OUR MANAGEMENT TEAM //

ARJOBEX SAS - RIVES, FRANCE

Jérôme Delrieux
General Manager Rives



Jérôme Delrieux, Plant Manager at Arjobex Rives since 2019, brings extensive expertise in chemistry, coating technologies, and industrial management. He holds a DEA in Chemistry and Wood Sciences from Bordeaux University (1990–1995), the equivalent of a Master's degree today. His career began at Guyenne Papier, where he served as Coating Development and Quality Manager from 1997 to 2009. He then joined the ArjoWiggins Security Research Center as a Coating Development Engineer and HSE Manager (2010–2015), before taking on the role of QHSE Manager at Arjobex Rives from 2015 to 2018.

Under his leadership, the Rives site continues to demonstrate its strong commitment to quality, environmental responsibility, and workplace safety. All current certifications—ISO 9001, ISO 14001, and ISO 45001—remain valid, with the next renewal scheduled for 2026. The site also successfully obtained FSC® certification in 2024.

Workforce developments in 2024 included the recruitment of four new employees—three operators and one R&D Coating Manager—alongside the retirement of two long-serving employees after 27 and 35 years, respectively.

While no major training programs were conducted during this period, targeted investments were made in health, safety, and environmental management, including water treatment system upgrades and a boiler replacement feasibility study. On the innovation front, the site is advancing sustainable alternatives such as Fiberskin® Tag, a new coating technology designed for paper substrates that aim to replace plastic in various applications.

As part of its inclusion and diversity efforts, the site currently employs three individuals with disabilities. Although recycled materials are not used in production or purchasing at Rives, approximately 50 tonne of waste product were sent to Arjobex Polyart Ltd and Tech Folien for recycling and reuse in the manufacturing process. Social dialogue is supported through two main channels: an official union committee addressing key workplace topics such as H&S and wage discussions, meeting 8–10 times annually, and a bi-weekly “Copil” working group, composed of operators and managers, which focuses on improving safety, working conditions, and operational feedback.



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SUMMARY OF ALL SITE CERTIFICATIONS

A summary of the main individual business unit site certifications is provided below, with the various individual certificates available from the Group website. ISO certifications ,in particular, provide a structure for continuous improvement and employee participation as well as providing governance mechanisms for ensuring compliance with ever evolving ang changing H&S and environmental legislation. More importantly though are the 3rd party audits of our systems to ensure they are working effectively to drive positive change.



CERTIFICATION	POLYART GROUP	ARJOBEX POLYART LTD	ARJOBEX SAS	ARJOBEX AMERICA	MDV	REISEWITZ	TECH FOLIEN
ISO 9001	—	Yes	Yes	—	Yes	—	Yes
ISO 14001	—	Yes	Yes	Yes	Yes	—	—
ISO 45001	—	Yes	Yes	Yes	—	—	—
BRC	—	—	—	—	—	—	Yes
FSC®	—	—	Yes	—	Yes	—	—
Ecovadis Percentile Ranking	81st (2024)	84th (2024)	77th (2023)	84th (2024)	96th (2025)	93rd (2023)	80th (2024)



The mark of responsible forestry



The mark of responsible forestry



These are the current site certifications as of the end of May 2025, with a planned Group Ecovadis assessment scheduled for July/August 2025. No further individual site assessments are planned.

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ECOVADIS



The Polyart Group is dedicated to improving both its CSR performance and credentials, and to aid the Group's journey and performance we are committed to undergoing an Ecovadis assessment annually, with the aim to improve our performance whilst comparing ourselves to our industry peers.

A timeline of our Ecovadis journey can be found below

- 2021:** 1st Group assessment carried out to establish a baseline and act as a gap analysis. Assessment result was 52nd percentile.
- 2022-24:** Individual site assessments carried out to assess best practice and establish gaps in reporting and policies.
- 2024:** 2nd Group assessment carried out to assess impact of harmonized policies and practices. Assessment result was 81st percentile.
- 2025:** Only Group assessments will be carried out going forward and the aim for 2025 is to improve our percentile ranking to 85th or better.

Through the cycle of assessment, addressing gaps in policies and actions the Group is committed to improving our CSR performance and having that performance reviewed annually by an independent 3rd party.

YEAR	GROUP SCORE	PERCENTILE	INDUSTRY AVERAGE	ENVIRONMENT	LABOUR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
2021	48	52	49	50	50	50	30
2024	64	81	53	60	70	60	60

The objective for 2025 is to obtain Silver as a minimum and be in the top 15% of all companies assessed by Ecovadis

2024 POLYART GROUP ECOVADIS ASSESSMENT RESULT



Main reasons for not achieving a higher score and rating :

- 1; Lack of consolidated Group reporting on a number of topics
- 2. Lack of policies and actions related to Customer Health & Safety and product End of Life

2024 MDV ECOVADIS ASSESSMENT RESULT



Carrying forward the learning from the Group assessment a few months earlier the last planned individual site assessment was submitted in December 2024, with the assessment result coming back in January 2025.

Congratulations to the MDV team for achieving this result, putting MDV in the top 4% of all companies from all industries that have been assessed by Ecovadis. Thanks especially to Benedikt Schreiner for his efforts in coordinating and preparing the data submission.

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PEOPLE – DIVERSITY & EQUALITY



Team members from all across the world at our annual Group meeting held in Nice, March 2025.

We are proud of our diverse mix of employees, who come from all parts of the world with different cultures, approaches and perspectives that are valued within the Group. For reporting or any other purpose, we do not log or track the number of different ethnic groups that are employed across the Group. All we simply record is if our employees are passport holders of the country in which they work, or not.

The Polyart Group is an equal opportunities employer, with our key criteria for recruiting externally or promoting from within, is the individual’s ability to perform in the role for which they are being employed, not what their gender, race, age, religion, or ethnicity is. What this also means is that we do not positively discriminate in our recruitment selection processes, we recruit and retain employees purely on merit and ability to carry out the role.

OUR WORKFORCE
COMPRISES OF:

79%	MALE
21%	FEMALE
9%	NON-NATIONALS
35%	OF ALL MANAGERS ARE FEMALE

PEOPLE – WORKING HOURS, PAY & TRAINING

The Polyart Group is committed to paying its employees a living wage and ensuring a fair work/life balance, the table below summarizes and consolidates the 2024 data relating to the average number of hours worked per week, average training hours per employee and the % above the respective national living wage that is paid to employees.

	Employees	Hours worked	Average Hours per employee	Hours per week	% Paid Above	Av Training Hours per Employee
Arjobex Polyart Ltd	47	97,128	2066.6	39.7	20%	73.1
Arjobex SAS	42	72,704	1731.0	33.3	48%	5.3
Arjobex America	62	127,200	2051.6	39.5	148%	9.5
MDV	63	114,560	1818.4	35.0	20%	4.9
Tech Folien	30	65,166	2172.2	41.8	17%	7.3
Reisewitz	23	46,768	2033.4	39.1	16%	5.3
Group Total 2024	267	523,526	1960.8	37.7	-	18.3

Arjobex America is based on % above federal minimum wage, which is the same as the North Carolina state minimum wage where the Arjobex America facility is located.

EU Average working week in general is 36.1 hrs. 37.7 hrs per week in manufacturing (source Eurostat 2023)

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PEOPLE – HEALTH & SAFETY



Arjobex America celebrated Employee Appreciation week baseball style to thank and recognize all the staff for their hard work, dedication, and commitment. The employee contributions significantly impact Arjobex, and during the first full week of August each year, they celebrate for all they do! The staff were treated with a Grand Slam Donut day. A VIP lunch, Tailgate Party, 7th inning stretch popcorn bar and ended the week with concession treats. Arjobex America really hit it out of the park with such amazing staff and enjoyed showing them their appreciation.

For any company, its people are arguably its most important asset, and for the Polyart Group to succeed it is essential that we look after our people. This is why the Polyart Group takes health & safety of its employees seriously and is committed to continually improving its health and safety performance and proactively engaging with its employees to achieve this. 100% of the Groups employees are consulted and encouraged to participate in open dialogue through H&S Safety Committees, Work Councils, and daily production meetings. All business units consult and engage with employees on health and safety topics, and mandatory reporting is part of the Group's monthly metrics.

In addition, the Group provides occupational health services and provides employees access to Employee Assistance programs, providing employees with confidential support and resources to address personal or work-related issues that may impact their mental well-being and performance.



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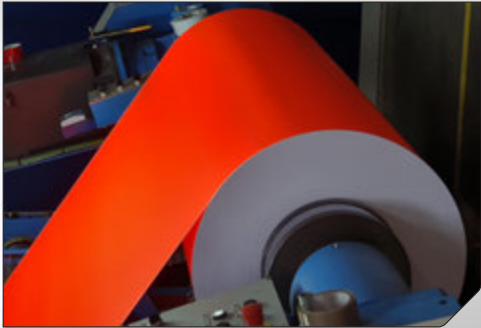
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PEOPLE – HEALTH & SAFETY

In line with the Group’s H&S Policy, which can be found on the Group website

- 48.9% Of employees work in business units that are ISO 45001 certified
- 50% Of business units are currently ISO 45001 certified.
- 5.4% Absenteeism rate in our UK & USA business units are below the national manufacturing.
- Lost time incident rate of 1.9 was below the average for the manufacturing industry.



	2023	2024
Fatalities	0	0
Total number of Lost Time Accidents	13	5
Days Lost due to Lost Time Accidents	185	52
LTIR	4,9	1,9
Overall Absenteeism %	5,8	5,4

LTIR = Number of lost time incidents per 100 employees: (number incidents/working hours) x 200,000

Typical manufacturing absenteeism rate of between 5% and 10% (by AI search result)

Average manufacturing LTIR rate = 3.1 (source OSHA)

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CUSTOMER – HEALTH & SAFETY

At the Polyart Group, the safety and well-being of our customers is important to us. We are committed to providing products and services that meet the highest standards of health and safety and quality. This Customer Health and Safety Policy outlines our commitment to ensuring that our customers can use our products and services safely without harm to health.

Product Safety

A The Polyart Group is dedicated to manufacturing and supplying products that meet or exceed safety standards and regulatory requirements. During product development we identify the regulatory requirements necessary for the product application and test the product accordingly.

Product Labelling and Information

B The Polyart Group provides clear and accurate labelling information for our customers to ensure that they have the necessary knowledge to handle our products safely. This includes information on proper usage, storage, handling and disposal of our products.

Compliance with Regulations

C The Polyart Group is committed to complying with all applicable health and safety regulations and standards in the regions where we operate. We continuously monitor and update our products and processes to align with regulatory changes and best practices.

ZERO IN 2024 THERE WERE ZERO CUSTOMER HEALTH AND SAFETY INCIDENTS AND ZERO PRODUCT RECALLS. //

Product Testing & Certification

D Our products undergo stringent testing and quality assurance processes to ensure they meet the highest safety standards. Third-party assessments and certifications are carried out where necessary to validate the safety and quality of our products.

Handling Customer Concerns

E The Polyart Group encourages customers to communicate any health, safety or regulatory concerns related to our products promptly. We have established channels for customers to report issues or seek clarification, and we are committed to addressing these concerns swiftly and effectively.

Emergency Response Planning

F The Polyart Group has emergency response plans in place to manage potential health and safety incidents related to our products or services. We work to minimize risks and are prepared to respond promptly and effectively to any emergencies.

Continuous Improvement

G The Polyart Group is dedicated to a culture of continuous improvement in health and safety. We regularly review our processes, products and customer feedback to identify opportunities for improvement.

Employee Training

H The Polyart Group's employees are trained in safety practices and are committed to upholding the principles of this policy. They play a key role in ensuring the safety of our products and services.

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ENERGY, CARBON FOOTPRINT & GREENHOUSE GASES POLICY

In line with the principles of Respect, Reduce & Recycle detailed in our corporate CSR policy, the Polyart Group is committed to reducing the Scope 1 & 2 carbon footprint of all its portfolio of products by 20% by 2027.

This target applies to all businesses within the Polyart Group with the Group's CEO and CSR Manager having responsibility for ensuring that progress is made towards achieving this target.

The baseline year is 2021 and covers Scope 1 & Scope 2 emissions.

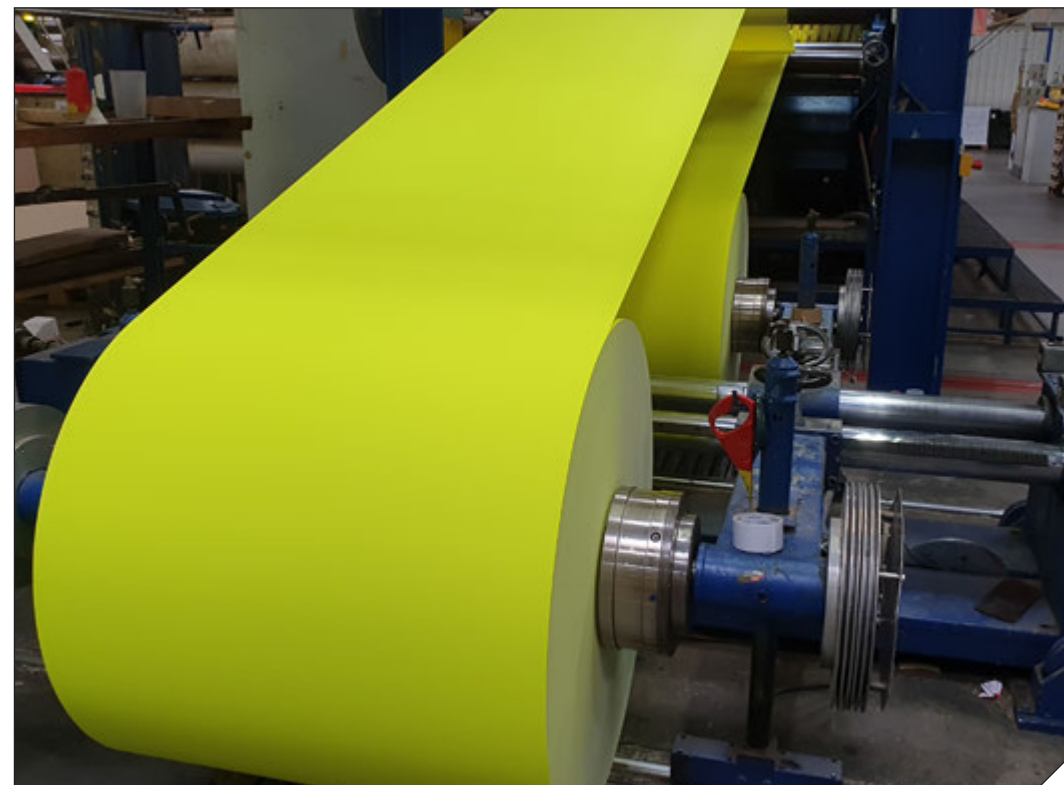
This reduction will be achieved through investment in the replacement of old energy inefficient equipment with new more efficient technology.

Through investment in our people, procedures, and production processes to become more efficient in our energy use and reduce production waste.

Through collaboration with our raw material suppliers to source more sustainable alternatives with lower carbon footprint.

Actively seek to increase the proportion of the energy we use that comes from non-fossil and renewable resources.

Progress towards our targets will be reviewed annually by the Group's Executive Committee and results made publicly available on our website.



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In line with the principles of Respect, Reduce & Recycle detailed in our corporate CSR policy and in recognition that with changing weather patterns the availability of water may be an issue in the long term due to climate change, the Polyart Group is committed to the conservation of water and commits to reducing the water footprint of all its portfolio of products by 10% by 2027.

This target applies to all businesses within the Polyart Group with each business unit Director and Group CSR Manager having responsibility for ensuring that progress is made towards achieving this target.

The baseline year is 2021.

This reduction will be achieved through investment of water conservation and recycling technologies.

Investment in our people, procedures, and production processes to become more efficient in our water use and reduce water-based discharges.

Progress towards our targets will be reviewed annually by the Group's Executive Committee and results made publicly available on our website.

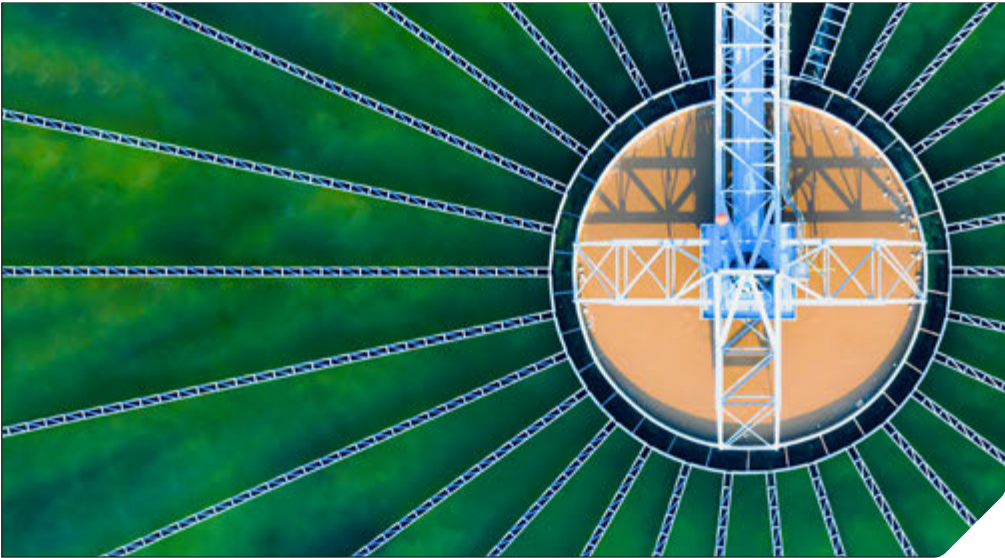


WATER REDUCTION POLICY

GROUP WATER, ENERGY & EMISSIONS 2021-2024

In terms of absolute energy & water use and emissions the Group collectively has seen significant reductions in all areas. Absolute data though is highly dependent upon manufacturing activity and the health of the economy in general. While the Group has increased its use of renewable energy over the years, invested in more energy efficient motors and drives for its manufacturing equipment the increase/decrease in absolute values is more impacted by activity.

What is more relevant is the embedded water, energy and emissions in the final product. The evolution of product carbon footprint is a more mixed picture with our Polyart products from the USA, paper and Robuskin products from MDV and the Tech Folien range of products (inc Satinex) all having a higher carbon footprint in 2024 v 2021. Despite various energy saving measures being put in place across the Group that have reduced energy use and/or emissions the reality is that production efficiency and machine loading has a far greater impact on the carbon footprint of the product than almost all energy saving measures.



Year	Water (m3)	Energy (kWh)	Scope 1 (tonnes Co2e)	Scope 2 (tonnes Co2e)	Scope 1&2 Emissions (tonnes Co2e)
2021	67,058	41,778,000	2,128	7,675	9,803
2022	63,924	43,084,000	2,929	6,902	9,830
2023	54,301	36,324,643	2,562	5,507	8,069
2024	42,904	38,921,514	2,053	6,290	8,343
2024 v 2021	-36.0%	-6.8%	-3.5%	-18.0%	-14.9%

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SITE CARBON FOOTPRINT EVOLUTION 2021-2024

Business Unit	Production Unit	2021	2022	2023	2024	Versus Baseline Year
Arjobex Europe	tonnes	697	616	390	298	-57.2%
Arjobex USA	tonnes	1047	986	1254	1182	12.9%
Tech Folien	tonnes	122	111	148	138	13.1%
MDV	1000m2	21.53	20.36	23.16	23.31	8.3%
Reisewitz	1000m2	144.40	114.00	120.97	115.65	-19.9%

Arjobex Europe is Arjobex Polyart Ltd and Arjobex SAS combined
 2021 is the Groups baseline year
 2022 post-covid recovery and an exceptional year for the Group in terms of volumes produced. High production efficiencies across the Group and a decrease in carbon footprint as a result.
 2023 decline in economic activity and resultant decrease in production efficiency leading to higher carbon footprint in the Groups products.
 2023 Q2 Arjobex Polyart Ltd converts to 100% renewable energy, leading to a reduction in the carbon footprint of the European produced Polyart range of products
 2024 improved economic climate compared to 2023 and lower embedded emissions as a result.
 Higher machine loading in Reisewitz in 2024 v 2021 leading to lower carbon footprint of its products
 There are no plans at present to calculate scope 3 emissions beyond that of downstream transport and employee travel to work.

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SITE ENERGY & WATER 2024 CONSUMPTION

	Tonnes	kWh Energy	kWh/t	kg CO ₂ tonne	m ³ Water	m ³ Water tonne	M2	kg Co2 per 1000m2
MDV	5,922	5,454,000	921	249	6,510	1.1	63,200,852	23.3
Arjobex Polyart Ltd	3,005	6,043,240	2,011	93	919	0.3		
Arjobex SAS	3,388	3,865,034	1,141	205	5,642	1.7		
Arjobex America	3,265	13,751,000	4,212	1,182	27,089	8.3		
Tech Folien	4,099	2,679,810	654	138	2,375	0.6		
Reisewitz		7,128,430			369		12,719,000	115.7

RESPONSIBLE MANUFACTURING

The Polyart Group is committed to be a responsible manufacturer, and in line with our values of Respect, Reduce and Reuse a considerable amount of time and effort is spent in achieving these aims. Especially as the Group manufactures considerable amount of polymer films, which have received more than a little bad press in the past few years.

The Polyart group in 2024 demonstrated our values of Respect, Reduce and Reuse in the following ways;



TRIM-WASTE



FLAKED TRIM-WASTE

Internally recycled 5,753 tonnes of plastic production waste, rather than disposing via landfill or incineration. Both of which would environmentally irresponsible and financially unsustainable. Over the years we have invested in recycling technology to be more financially sustainable, and both respect the environment and reduce our environmental impact.

Reused 5,880 tonnes of internally recycled materials, using more than we generated in 2024 by consuming recycled materials from 2023 that had accumulated. Internally recycled materials are stored until we can use them rather than disposing of them.

Production trim waste and start up scrap is granulated and converted into flake. This flake is then subsequently extruded under vacuum to remove volatiles, filtered and cut into pellets for reuse in the production process.



REPELLETIZED FLAKE



Sold 57 tonnes of recycled materials to other companies who reuse our recycled materials as a raw material for their own manufacturing process.

Purchased 65 tonnes of post-consumer recycle (PCR) for use in the Group's "r" range of products. A small percentage of the overall amount of polymer that the Group collectively purchases, but already in 2025, this volume has been exceeded as market acceptance of PCR based products increases.

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RANGE OF SUSTAINABLE PRODUCTS

The Polyart Group develops innovative and sustainable substrates, delivering advanced paper and film solutions to the global specialty label market.

Polyart range of coated and uncoated products are certified by the Association of Plastics Recyclers (APR) in the USA as being recyclable, as HDPE, without negatively impacting the waste stream. The test report and letter of recommendation are available on the Group website.

To support digital printing innovation, the Group has developed a comprehensive portfolio of high-performance papers and films compatible with all major technologies — Dry Toner, Water-based & UV Inkjet, and HP Indigo. We work in close collaboration with leading OEMs to test, qualify, and approve our products on the latest equipment, ensuring reliable, cutting-edge performance.

Responding to the market's growing demand for sustainable solutions, Polyart Group offers recycled and recyclable alternatives that meet environmental goals without compromising quality, including both film and paper substrates:

r-Polyart® – HDPE film with 30% post-consumer recycled content, aligned with EU 2030 packaging objectives

r-Fluolux® – The first fluorescent paper with a recycled fiber base, reducing carbon footprint

r-JetPrint Aquaskin® – 100% recycled inkjet paper with premium barrier coatings, ideal for premium and wine labels

r-Satinex® – A food-contact-approved HDPE film with 30% post-industrial recycled content, offering high durability and chemical resistance

Fiberskin® and Fiberskin® Tag, a new family of plastic-free alternatives. These paper-based materials are tear-resistant, food-contact approved, recyclable, biodegradable, and compostable, making them particularly well-suited for outdoor signage, tags, and labels.

Our renowned brands — Polyart®, Robuskin®, Fluolux®, Satinex®, and Fiberskin® — are available in more than 50 countries worldwide.



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CERTIFIED PAPERS

At MDV, sustainability is an integral part of our business strategy. In recent years, we have increasingly incorporated certified sustainable papers into our production processes to align procurement and manufacturing with environmental standards. The use of FSC® and PEFC-certified paper has grown steadily, driven by both internal objectives and customer demand for responsibly sourced materials. Our data reflects this shift, demonstrating a clear transition toward certified materials. Switching from non-certified to certified paper presents logistical and cost-related challenges, particularly in inventory management. However, we see this as a necessary step in meeting industry standards and customer expectations while maintaining product quality. This transition involves coordination across multiple teams, from procurement selecting certified raw materials to production ensuring efficiency. Their combined efforts contribute to the continued expansion of sustainable practices within our operations. Looking forward, we aim to further increase the use of certified paper and refine our processes to enhance sustainability. By focusing on continuous improvement and responsible sourcing, we reinforce our commitment to environmentally conscious production.



Benedikt Schreiner
Quality & Environment Manager

Certified papers at MDV

0%	SALE 2011 CERTIFIED PAPERS
82,7%	SALE 2024 CERTIFIED PAPERS



The mark of responsible forestry
For the MDV production site

Certified papers at Rives

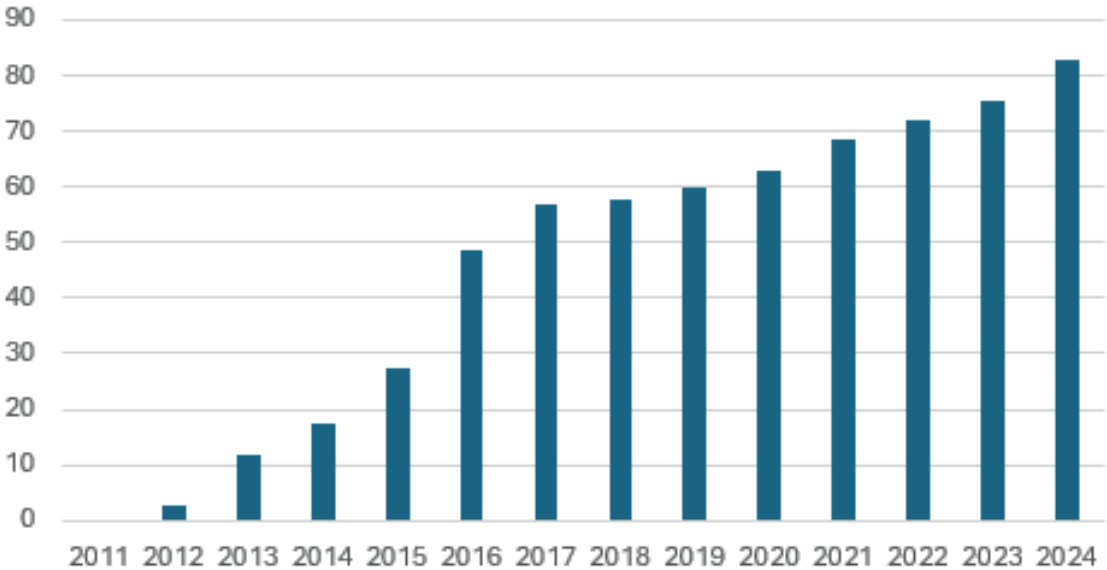
JANUARY 2024 SAW OUR RIVES MILL OBTAIN FSC® CERTIFICATION. Congratulations to the Rives team for their hard work in achieving this result, which demonstrates the Group's commitment to both responsible manufacturing and sustainable procurement.

2023 Certified papers = 0% of sales
2024 Certified papers = 0.9% of sales



The mark of responsible forestry

% Sales of FSC® Certified Papers 2011-2024



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PRODUCT END OF LIFE POLICY

The Polyart Group is aware that end-of-life materials can have a significant impact on the environment and health and that, as a manufacturer, the Polyart Group has a responsibility to ensure that our products have minimal impact on the environment at the end of their life and can be easily disposed of by our customers.

To achieve this The Polyart Group has adopted the following policies:

- 1

Design and manufacture paper products that can be either be recycled or composted.
- 2

Design and manufacture plastic products that as a minimum can be recycled as category 7 if not the respective specific polymer recycling code.
- 3

Validate recycling claims with 3rd party evaluations and certifications.
- 4

Prevent the use of dangerous substances such as heavy metals and substances of very high concern (SVHC) in our products.
- 5

Work with customers and suppliers to redesign packaging in order to reduce or eliminate packaging components such as plastic wrapping, bands, clips etc that cannot be easily recycled.

In practice all the Group’s paper products are recyclable, except for, the Fluolux range of fluorescent papers. The Fiberskin range of paper products are certified as compostable and biodegradable, with testing ongoing for specific products in the range.

Polyart range of coated and uncoated products are certified by the Association of Plastics Recyclers (APR) in the USA as being recyclable, as HDPE, without negatively impacting the waste stream. The test report and letter of recommendation are available on the Group website.

Ongoing R&D projects to simplify the composition of our films to make internal & external recycling easier and allow more production waste to be used.

At the start of 2025, the Polyart Group joined forces with Agfa, Folex, Kernow Coatings to evaluate how collectively we can reduce the end-of-life impact of our PET based products. The joint statement released by all companies is on the following page.

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LEADING MANUFACTURERS OF SYNTHETIC PRINTING MATERIALS FORM A SUSTAINABILITY PACT

SUSTAINABILITY PACT

Agfa, Folex, Kernow Coatings, and Polyart, top brand manufacturers in the coated polyester film industry, have collaborated to establish a sustainability pact to share industry-specific insights and develop shared strategies for a more sustainable future.

Every industry faces unique challenges when trying to enhance the sustainability of its products. When it comes to film coating or laminating, these challenges are often particularly intricate: Plastic materials are coated with a functional layer, which is crucial for printing, for instance. Prints made with these materials are typically used for demanding applications that require durability even in tough conditions. Common examples include workshop manuals, restaurant menus, or outdoor product labels. Non-synthetic alternatives and laminated paper are often not durable enough to serve as substitutes and would need frequent replacement. From this viewpoint, synthetic products are both sustainable and conserve resources. Conversely, their production mainly uses virgin raw materials, and it's vital to ensure these products have an as environmentally friendly 'afterlife' or 'second life' as possible.

What modifications are needed to adapt these products for the circular economy? How can we reduce our ecological footprint right now? What recycling or upcycling options exist already, and how do country-specific regulations impact the disposal of such products?

These and similar questions challenge all manufacturers today. Often, legal regulations merely provide a broad guideline. To find practical and cost-effective answers, the manufacturing sector must take initiative, and it's wise to collaborate within the industry to do so.

Thus, in the niche sector of coated polyester films, leading brand manufacturers have united to establish a sustainability pact, driving forward more swiftly and powerfully by pooling their expertise. The founding members of the Sustainability Pact – Agfa, Folex, Kernow Coatings and Polyart – have agreed to share their industry-specific experiences and work together on solutions for transitioning to a 'Green Economy'.

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ETHICS METRICS 2024

79%

COMPLETION OF THE
GROUP'S CODE OF CONDUCT

1 DATA PROTECTION INCIDENT

0 CORRUPTION, BRIBERY OR CONFLICT OF INTEREST INCIDENTS

0 ANTI-COMPETITION CASES OR LITIGATIONS IN 2024

0 HARASSMENT LITIGATIONS

0 CHILD/FORCED LABOUR CASES OR LITIGATIONS

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WHISTLEBLOWING POLICY

As part of the Polyart Group's Code of Conduct there is a whistleblowing policy & procedure that both internal and external parties can follow in the event of an incident. The full details of which can be found on the Group website. In the event of any of the following situations listed below are perpetrated by an employee of the Group then please contact either;

Group CEO : Stephane Daveau
stephane.daveau@polyart.com

Group CSR Manager: Mark Grimbley
mark.grimbley@polyart.com

- Committing a criminal offence.
- failing to comply with a legal obligation.
- a miscarriage of justice.
- endangering the health and safety of an individual.
- environmental damage; or concealing any information relating to the above.

In 2024 there were zero whistleblowing incidents raised.

ZERO WHISTLEBLOWING
INCIDENT IN 2024

Sustainability report 2025

POLYART.COM // // // //

